

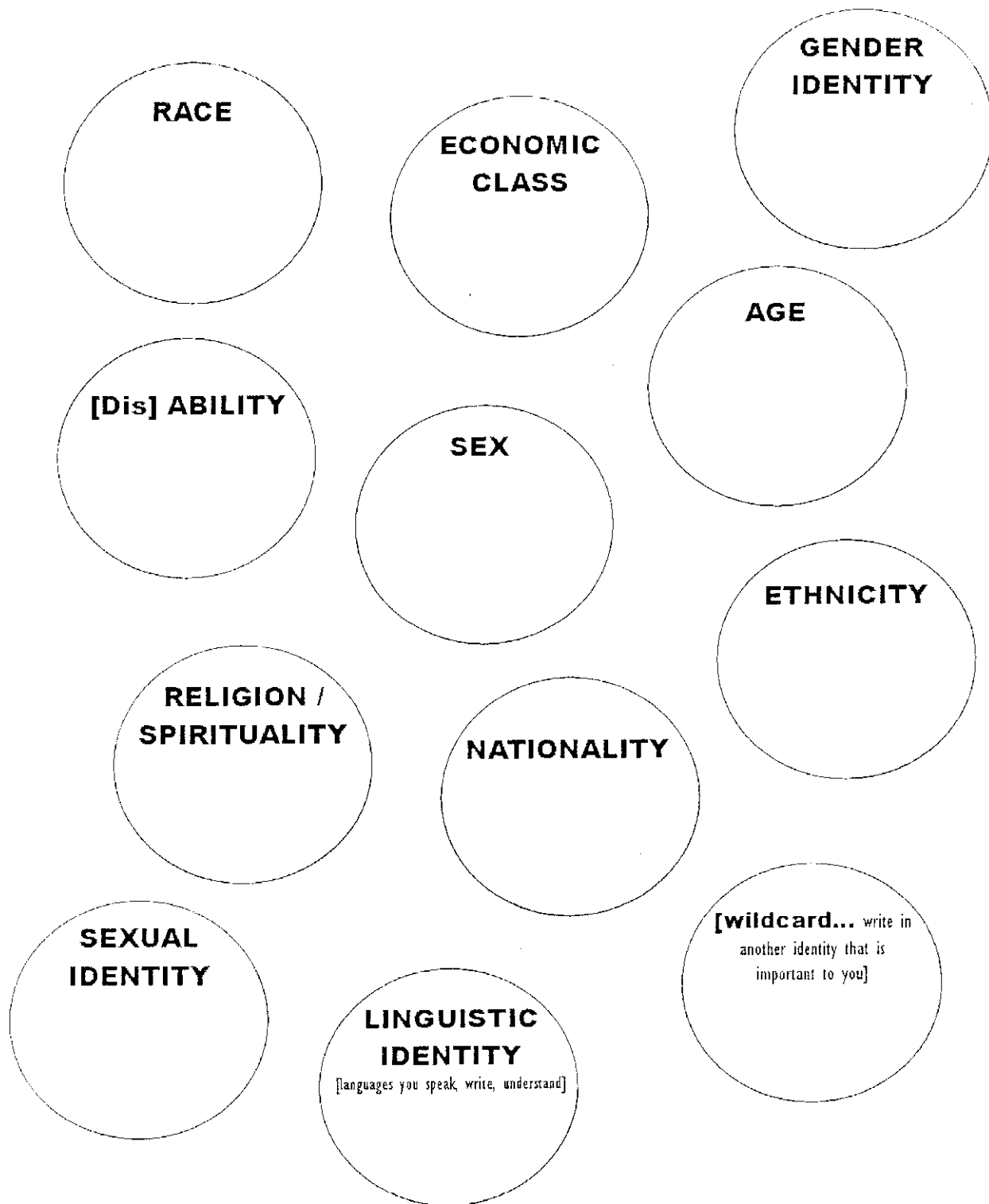
Creating a Learning Environment for Head, Hands, and Heart Work

- **We'll speak from own experiences, using "I" statements**
- **We'll be respectful of different perspectives and be open-minded**
- **We'll actively listen and not disrupt**
- **We'll agree to maintain confidentiality for what is said here**
- **We'll make good faith efforts to take risks: lean into the discomfort**
- **We'll acknowledge our emotion**
- **We'll agree to listen to each other with open hearts and minds**
- **We'll agree that we can make mistakes and that we are here to learn**
- **We'll keep in check "humanity" and the universality of each other's dignity**
- **We acknowledge and value the fact that we each bring different experience, awareness and knowledge to this topic**

UNH Social Justice Educators Objectives

- **To provide a basic framework in Social Justice Education**
- **To explore our multiple identities and their impact on our professional and personal lives**
- **To create a community of learners and an environment of trust and understanding**
- **To deepen our understanding of how our work connects to social justice work**
- **To make connections between theory and practice**

Social Identities



Adapted from model by
Bailey Jackson, Ed.D., 1992.

Social Identity Key Terms¹

[Updated: 5/26/09]

Race: a social construct that artificially divides people into distinct groups based on characteristics such as physical appearance (particularly color), ancestral heritage, cultural affiliation, cultural history, ethnic classification, and the social, economic and political needs of a society at a given period of time. *Racial categories subsume ethnic groups.*

Ethnicity: A social construct which divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interests, history and ancestral geographical base. Examples of different ethnic groups are Cape Verdean, Haitian, African American (Black); Chinese, Korean, Vietnamese (Asian); Cherokee, Mohawk, Navajo (Native American); Cuban, Mexican, Puerto Rican (Latina/o); Polish, Irish, French (White).

[Biological] Sex: the physical, hormonal genetic characteristics we are born with.

Gender [identity]: how we identify ourselves (often in relation to our biological sex); **[gender role]** the socially constructed, historically and culturally grounded group of behavioral and psychological characteristics expected for women (femininity) and men (masculinity). Terms like androgynous and gender queer have recently challenged the masculine-feminine gender binary in efforts to unlink expectations related to gender expression and biological sex.

Sexual Orientation: sexual and romantic attractions toward someone of the same sex (lesbian or gay), another sex (heterosexual), or any sex (bisexual; pansexual; queer).

Class: an individual's relative social rank in terms of income, wealth, status, and/or social power (social power defined as "access to resources that enhance one's chances of getting what one needs or influencing others").

[Dis]Ability: in its broadest sense identifies a variety of individuals who may or may not use that specific term to describe themselves or their experiences. There is a board range of [dis]abilities, encompassing a huge diversity of people, including people whose [dis]abilities are:

- Perceptual (such as visual and hearing impairments and learning disabilities)
- Illness-related (such as multiple sclerosis)
- Physical (such as cerebral palsy)
- Developmental (such as Down Syndrome)
- Psychiatric (such as bi-polar, chronic depression, manic-depressive syndrome)
- Mobility (such as quadriplegia, paraplegia)

Nationality: the relationship between a person and their state [or place] of origin, culture, association, affiliation and/or loyalty. Nationality affords the state jurisdiction over the person, and affords the person the protection of the state.²

Social Identity Category	Social Group Membership (SGM)
Gender	Woman, Man, Transgender Person
Race	Asian/Pacific Islander, Black, Latina/o, Native American, White, Multiracial, Biracial
Class	Owning, Upper Middle, Lower Middle, Working, Poor
Religion/Spiritual Tradition	Hindu, Sikh, Buddhist, Zoroastrian, Pagan, Jew, Christian, Muslim, Baha'i, Sufi, Rastafarian
Sexuality/Sexual Orientation	Lesbian, Gay, Bisexual, Heterosexual, Asexual ...
[Dis]Ability	Disabled, Non-Disabled, Temporarily without a disability, Varying [Dis]Ability ...
Sex	Male, Female, Intersex
Ethnicity	African American, Cape Verdean, Cherokee, Chinese, Cuban, English, French, Haitian, Irish, Korean, Mexican, Mohawk, Navajo, Polish, Puerto-Rican, Sioux, Vietnamese...
Age	Young People, Young Adults, Middle-Aged Adults, Old People

¹ Based on Adams, Bell & Griffin, *Teaching for Diversity and Social Justice*, New York, 1997.

² Wikipedia Online Encyclopedia. "Nationality." Retrieved 26-Aug-07, <<http://en.wikipedia.org/wiki/Nationality>>.